

Exhibit 4

Section 8 of the EEO Public File Reports dated August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008 listing all the supplemental recruitment measures done by KCAL.

Section 8 of the EEO Public File Reports dated August 1, 2006 – July 31, 2007

**Supplemental Recruitment Measures**  
**Job Fairs:**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Southern California Minority Business Development Council News Anchor spoke to business owners about career opportunities in broadcasting.	October 13, 2006	Mia Lee, News Anchor KCBS 2 / KCAL 9
NAACP Executive Career Fair - Set up booth at Career Fair. Discussed careers with attendees and collected resumes for various departments.	October 23, 2006	Maggie Serrano, Payroll/HR Manager KCBS 2/KCAL 9, and Ora Wiseman, Public Affairs Associate - KCBS2/KCAL9
Job Opportunities Conference—California Chicano News Media Association KCBS 2/ KCAL 9 Staff manned a booth for recruiting journalists of color.	October 26-27, 2006	Stephanie Rodriguez, Public Affairs Director/ Paul Skolnick, Managing Editor/ Ora Wiseman, Public Affairs Associate KCBS 2/ KCAL 9

**Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Internship Program Schools Participating: Florida State University, University of Southern California, Cal State University of Los Angeles, Bellevue Community College, University of Michigan, Northwestern University, Biola University, Pasadena City College, UCLA, Los Angeles City College, Santa Monica City College, New York University, and University of California Davis.</p> <p>Internship listed with University Internship Director, Public Affairs Coordinator, News &amp; Sports News Departments supervise approximately twenty interns per semester. Interns receive invaluable "behind" the scenes experience in a major market news television station.</p>	<p>On-Going</p> <p>* On Jan. 1, 2007 the news internship program was suspended and resumed on an extremely limited basis June 2007. Reason was move to our new facility and staff acclimation to new generation of broadcast technology. News internship programs in News Reporting and News Producing are expected to resume in full on January 1, 2008.</p>	<p>Paul Skolnick, Managing Editor KCBS 2 /KCAL 9, Stephanie Rodriguez, Public Affairs Director KCBS 2/KCAL 9</p>

## Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Fullerton College - Discussed careers in broadcasting with Latino students.	Sept. 13, 2006	Vera Jimenez, Reporter/Weatherperson KCBS 2 / KCAL 9
Annual Latina History Day Celebration Conference News Anchor served on a panel to discuss careers in broadcasting.	Sept. 16-20, 2006	Sylvia Lopez, News Anchor KCBS 2 / KCAL 9
McKinley Elementary School Career Day News Anchor spoke to students about a career in broadcasting.	November 30, 2006 <sup>th</sup>	Sylvia Lopez, News Anchor KCBS 2 / KCAL 9
Community Learning Center Weatherperson spoke to students about careers in weather-casting and broadcasting.	February 20, 2007	Henry DiCarlo, Reporter/Weatherperson KCBS 2 / KCAL 9
Selma Elementary School Career Day Weather Anchor spoke to school kids about weather-casting and careers in broadcasting.	February 22, 2007	Josh Rubenstein, Reporter/Weatherperson KCBS 2 / KCAL 9
Pasadena College News Anchor spoke to journalism/public relations students about news gathering and careers in broadcasting.	March 21, 2007	Kent Shocknek News Anchor KCBS 2 / KCAL 9
Fenton Ave. Charter School Career Day News Anchor spoke to students about careers in broadcast journalism.	April 26, 2007	Suzanne Rico News Anchor KCBS 2 / KCAL 9

### Training Management Personnel

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporate EEO and Anti-Discrimination Training.	January 2007 All Station Managers, HR Reps, EEO Coordinators	Training to inform management level personnel of correct recruitment/hiring procedures, outreach for vacancies and anti-discrimination.
CBS Corporation Compliance Training Program - The Costs and Convenience of E-mail.	April 2007 All Station Managers, HR Reps, EEO Coordinators	As part of CBS' continued commitment to maintain a work environment that upholds the highest standards of business ethics and workplace behavior, all Managers are required to complete a new on-line compliance training module.

Section 8 of the EEO Public File Reports dated August 1, 2007 - July 31, 2008

**Supplemental Recruitment Measures**  
**Job Fairs:**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
NAACP Professional & Executive Diversity Job Fairs Set up booth at Career Fair. Discussed careers with attendees and collected resumes for various departments.	October 22, 2007 April 8, 2008	Stephanie Rodriguez, Public Affairs Director KCBS 2 / KCAL 9
CCNMA Job Opportunities Conference Discussed careers with attendees and collected resumes for various departments	October 10 & 11, 2007	Stephanie Rodriguez, Public Affairs Director, Karla Sanchez Public Affairs Coordinator KCBS2/KCAL9

**Internship**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>Emma Bowen Foundation Program Interviewed 5 diverse students for four year paid internship.</p> <p>CBS Apprenticeship program: Interviewed applicants and chose one apprentice for the CBS newsroom program.</p> <p>USC Cal Lutheran Cal State Fullerton Cal State Los Angeles Cal State Long Beach Cal State Northridge Chapman University Pepperdine Pierce College</p> <p>Internship listed with University Internship Director, Public Affairs Coordinator, News &amp; Sports News Departments supervise approximately twenty interns per semester. Interns receive invaluable "behind" the scenes experience in a major market news television station.</p>	On-Going – Spring/Summer	<p>Stephanie Rodriguez, Public Affairs Director, Karla Sanchez Public Affairs Coordinator KCBS2/KCAL9</p> <p>Paul Skolnick, Managing Editor KCBS 2 /KCAL 9,</p> <p>William Scott Henry Managing Editor KCBS 2 /KCAL 9,</p>

## Participation in Events

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Caldwell Elementary School Discussed careers in broadcasting with students.	Sept. 5, 2007	Linda Alvarez Reporter KCBS 2/ KCAL 9
NEW Academy Charter School Weatherperson spoke to students about careers in weather-casting and broadcasting.	Nov. 20, 2007	Josh Rubenstein Weatherperson KCBS 2 / KCAL 9
Dixie Canyon Elementary School Weatherperson spoke to students about careers in weather-casting and broadcasting.	February 4, 2008	Kaj Goldberg Weatherperson, KCBS 2 / KCAL 9
Temple Beth Hillel School Weatherperson spoke to students about careers in weather-casting and broadcasting.	February 7, 2008	Kaj Goldberg Weatherperson, KCBS 2 / KCAL 9
Johnny Cochran Middle School Weatherperson spoke to school kids about weather-casting and careers in broadcasting.	February 18 & 25, 2008	Kaj Goldberg Weatherperson, KCBS 2 / KCAL 9
Flight Path to the Future Valley Economic Alliance Reporter spoke about news gathering and careers in broadcasting.	February 29, 2008	Juan Fernandez Reporter, KCBS 2 / KCAL 9
Canterbury Elementary School Weatherperson spoke to school kids about weather-casting and careers in broadcasting.	April 2, 2008	Kaj Goldberg Weatherperson, KCBS 2 / KCAL 9/ Stephanie Rodriguez, Public Affairs Director, KCBS2/KCAL9
UCLA Discussed careers in broadcasting with students.	April 15, 2008	Suzanne Rico Anchor KCBS 2 / KCAL 9
National High School Journalism Conf. Discussed careers in broadcasting with students.	April 18, 2008	Suzie Suh Reporter KCBS 2 / KCAL 9
Adelante Mujer Panelist in discussing careers in broadcasting.	April 18, 2008	Stephanie Rodriguez, Public Affairs Director, KCBS2/KCAL9



**Participation in Events - Continued**

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Fenton Ave. Charter School Weatherperson spoke to school kids about weather-casting and careers in broadcasting.	May 8, 2008	Vera Jimenez Weatherperson, KCBS 2 / KCAL 9

**Training Management Personnel**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
CBS Corporation Compliance Training Program - <b><i>E-Mail: Think Before You Click.</i></b>	May 15, 2008 All Station Managers	As part of CBS' continued commitment to maintain a work environment that upholds the highest standards of business ethics and workplace behavior, all Managers are required to view a an email vignette on compliance

Exhibit 5

Pending and resolved employment related complaints against KCAL  
(includes data for KCBS and for cases reported by KCAL's prior owner, Young Broadcasting)

**KCBS-TV**  
**FEP Cases: 1998 – Present**

<b>Date</b>	<b>Forum &amp; Case No.</b>	<b>Div.</b>	<b>Complainant</b>	<b>Charge</b>	<b>Status</b>
2/5/99	DFEH No. E199099SO: 455-04-sc (CBS Inc.); 455-01 (CBS Broadcasting); 455-00 (CTS); 455-02 (CBS Corp.); 455-03 (KCBS-TV	CTS	Elizabeth A. Patterson	Discrim.: sex, physical disability, medical cond. & pregnancy	Right to Sue issued. Closed.
3/25/99	DFEH No. E-1-99 89951321-00-c	CTS	Stanley Roberts	Discrim.: race	Right to Sue issued. Closed.
1/7/00	EEOC No. 340A00506	CTS	Dean La Mont	Discrim.: age	EEOC closed 5/06.
1/14/00	EEOC No. 340A00519	CTS	Luis Gondinez	Discrim.: age	EEOC closed 5/06.
1/19/00	EEOC No. 340A00 561	CTS	Robert Blair	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 564	CTS	R. Labgold	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 565	CTS	T. Luth	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 567	CTS	T. Clark	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 568	CTS	L. Nourse	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 572	CTS	J. Nachreiner	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 578	CTS	H. Vinitsky	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 586	CTS	M. Beckley	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 587	CTS	L. Freeman	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 588	CTS	S. Wacker	Discrim.: age	EEOC closed 5/06.

1/7/00	EEOC No. 340A00 590	CTS	T. Morales	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 591	CTS	E. Nelson	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 594	CTS	V. Gutierrez	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 601	CTS	R. Portanova	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 604	CTS	D. Blue	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 608	CTS	M. Tanenbaum	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 609	CTS	J. Gorczyca	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 612	CTS	D. Stones	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 615	CTS	W. Getchell	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 616	CTS	K. Belliotti	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 617	CTS	J. Schafer	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 618	CTS	C. Kaplan	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 619	CTS	R. Bosio	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 620	CTS	N. Perry	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 621	CTS	P. Rost	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 623	CTS	M. Draghi	Discrim.: age	EEOC closed 5/06.
1/7/00	EEOC No. 340A00 633	CTS	E. Sanderson	Discrim.: age	EEOC closed 5/06.
1/28/00	EEOC No. 340A00 646	CTS	M. Koper, K.Krupnick, D. Guzman, W. Higa, T. James, S. Harris, T. Lawrence	Discrim.: age	EEOC closed 5/06.
2/4/00	EEOC No. 340A00 687	CTS	J. Velarde	Discrim.: age	EEOC closed 5/06.
2/7/00	EEOC No. 340A00 694	CTS	A. Borrello	Discrim.: age	EEOC closed 5/06.
2/17/00	EEOC No. 340A00 756	CTS	K. Sexton	Discrim.: age	EEOC closed 5/06.

2/17/00	EEOC No. 340A00 744	CTS	Lois A. Pitter Bryce	Discrim.: age	EEOC closed 5/06.
3/9/00	EEOC No. 340A00 884	CTS	Diana Rios	Discrim.: age	EEOC closed 5/06.
3/9/00	EEOC No. 340A00 886	CTS	Mark C. Dunn	Discrim.: age	EEOC closed 5/06.
3/17/00	EEOC No. 340A00 900	CTS	E. Sedillo	Discrim.: age	EEOC closed 5/06.
3/23/00	EEOC No. 340A00 951	CTS	M. Toberman	Discrim.: age	EEOC closed 5/06.
5/11/00	EEOC No. 340A01 275	CTS	G. Johnson	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 322	CTS	Stein	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 404	CTS	Volkes	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 413	CTS	Pena	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 419	CTS	Alvarez	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 420	CTS	Greene	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 431	CTS	Svoboda	Discrim.: age	EEOC closed 5/06.
6/12/00	EEOC No. 340A01 437,	CTS	E. Breiter	Discrim.: age	EEOC closed 5/06.
12/27/00	EEOC No. 340A01 443	CTS	Manley	Discrim.: age	EEOC closed 5/06.
2/28/01	EEOC No. 340A01 702	CTS	J. Carrature	Discrim.: age	EEOC closed 5/06.
3/201	EEOC No. 340A01 718	CTS	M. Robin Critchell	Discrim.: age	EEOC closed 5/06.
3/7/01	EEOC No. 340A01 720	CTS	D. Sams	Discrim.: age	EEOC closed 5/06.
3/7/01	EEOC No. 340A01 740	CTS	C. Taylor	Discrim.: age	EEOC closed 5/06.
3/10/01	EEOC No. 340A01 985	CTS	A. Epstein	Discrim.: age	EEOC closed 5/06.
3/10/01	EEOC No. 340A01 729	CTS	B. Uchiyamada	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 754	CTS	Heneghan	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 755	CTS	Ruckhaus	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 56	CTS	Ciecierski,	Discrim.: age	EEOC closed 5/06.

7/27/00	EEOC No. 340A01 757	CTS	Finocchiaro	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 58	CTS	Procida	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 59	CTS	Mazza	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 760	CTS	Culp	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 761	CTS	Moore	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 762	CTS	Ferrante	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 763	CTS	Morris	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 764	CTS	White	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 774	CTS	Randall	Discrim.: age	EEOC closed 5/06.
7/27/00	EEOC No. 340A01 775	CTS	Grzella,	Discrim.: age	EEOC closed 5/06.
8/8/00	EEOC No. 340A01 978	CTS	McGuire	Discrim.: age	EEOC closed 5/06.
8/8/00	EEOC No. 340A01 979	CTS	Patryk	Discrim.: age	EEOC closed 5/06.
8/8/00	EEOC No. 340A01 980	CTS	Mueller	Discrim.: age	EEOC closed 5/06.
8/8/00	EEOC No. 340A01 981	CTS	Pendleton	Discrim.: age	EEOC closed 5/06.
8/8/00	EEOC No. 340A01 982	CTS	Cohen	Discrim.: age	EEOC closed 5/06.
8/8/00	EEOC No. 340A01 983	CTS	Riccardi	Discrim.: age	EEOC closed 5/06.
2/24/00	DFEH No. E1999005117- 00-ac	CTS	Tritia Toyota	Discrim.: age	Filed lawsuit. Closed.
5/2/01	DFEH No. E20000a-S 1466-00-ae	CTS	Stephen Rambo	Discrim.: race and age	Settled 11/13/01. Closed.
3/11/02	DFEH No. E200102 T1057-00	CTS	Angela Black	Discrim.: age, sex, race and retaliation	Right to Sue issued 3/1/02. Closed.
9/15/04	DFEH No. E200405S- 0369-00-e	CTS	Katherine Pierce	Discrim.: race	No Prob- able Cause 4/16/05. Closed.

11/21/07	DFEH No. E200607-T- 0676-00-arc	CTS	Mark C. Dunn	Discrim.: age	Right to Sue issued 11/30/07. Closed.
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**KCBS-TV**  
**Miscellaneous Cases: 1998 – Present**

Date	Forum & Case No.	Div.	Complainant	Charge	Status
7/12/99	OSHA	CTS		Noise violation due to construction	Closed.
12/20/00	OSHA No. 119840296	CTS		Inspection of premises	Payment of penalties 3/8/01. Closed.
2002	OSHA No. 78687332	CTS		Potential asbestos exposure	No response from OSHA. Closed 2003.
2002	OSHA No. 78812401	CTS		Dust and debris from renovation	Closed 2003.
2002	OSHA No. 201146339	CTS		Airborne dust, potential asbestos	Closed 2002.
2007	Atty. Ltr.	CTS		Harassment and discrimination	Still open.
10/3/08	Atty. Ltr.	CTS*	Nick Mercado	Health discrimination	Still open.

\*Both KCBS-TV and KCAL-TV are charged.

**KCAL-TV\*\***  
**Miscellaneous Cases: 1998 – Present**

Date	Forum & Case No.	Div.	Complainant	Charge	Status
2002	State Case No.: 17- 29864	CTS	Sam Burgess	Waiting time penalties	Settled 1/10/03. Closed.
9/7/05	Atty. Ltr.	CTS	Brock Kruzic	Wrongful termination	Voluntarily dismissed. Closed.
10/3/08	Atty. Ltr.	CTS*	Nick Mercado	Health discrimination	Still open.

\*Both KCBS-TV and KCAL-TV are charged

\*\*Note: There were no KCAL-TV FEP cases in this time period.



In addition to matters appearing on the CBS Labor Docket, there were additional cases during the license period that were handled by Young Broadcasting prior to purchase of KCAL by CBS. Those cases are as follows:

(1) Jeffrey Oldham v. KCAL T.V. 9/Walt Disney Company, filed with California Department of Fair Employment and Housing ("DFEH") on May 21, 1997, Charge No. 340971360. Asserted claims of disability discrimination. Matter closed on May 27, 1997 and right to sue letter issued.

Jeffrey Oldham v. Walt Disney Company et al., United States District Court, Central District of California, Case No. CV 97-5860, filed August 5, 1997. Asserted claims of disability and age discrimination (among other claims). Motion to dismiss age discrimination claim granted on February 9, 1998. Motion for summary judgment on remaining claims, including claim of disability discrimination, granted on November 24, 1998.

(2) Giovanni Iaconis v. Walt Disney Company/KCAL, filed with DFEH on January 7, 1997, Charge No. E9697B1164-00 ac. Asserted claims of discrimination based on national origin (Italian) and age. Matter closed on January 9, 1997 and right to sue letter issued.

Giovanni Iaconis v. Walt Disney Company et al., Superior Court for the State of California, Los Angeles County, Case No. BC171997, filed May 30, 1997. Asserted claims of discrimination based on national origin (Italian) and age. Summary judgment granted to defendants on May 12, 1998. Case dismissed.

(3) Dianne Barone v. Young Broadcasting et al., filed with DFEH on August 28, 1998, Charge No. E9899T01-174-02-fprsc. Asserted claims of retaliation and discrimination based upon sex, medical condition, family status, and taking of maternity leave. Notice of Case Closure August 24, 1998 in favor of immediate right to sue letter.

Dianne Barone v. Young Broadcasting et al., Superior Court for the State of California, Los Angeles County, Case No. BC198029, filed September 24, 1998. Asserted claims of retaliation and discrimination based upon gender, pregnancy, family status, childbirth, taking of FMLA leave, and denial of equal pay. Matter settled and dismissed.

(4) Mary Riggio v. Walt Disney Company, filed with DFEH on September 2, 1997, Charge No. E9798B3352-00-sc. Asserted claims of discrimination based on sex, religion and national origin/ancestry. Notice of Case Closure on September 2, 1997 in favor of immediate right to sue letter.

Barbara Massey v. Walt Disney Company/KCAL, filed with DFEH on September 24, 1997, Charge No. E9798-B-03989-00asc. Asserted claims that she was laid off on account of age and sex. Unable to locate disposition, but right to sue letter was issued.

Mary Riggio and Barbara Massey v. Walt Disney Company et al., Superior Court of California, Los Angeles County, Case No. BC 182740, filed December 26, 1997.



Asserted claims of age discrimination (among other claims). Massey's and Riggio's age discrimination claim dismissed on summary judgment on October 26, 1998 and judgment entered in favor of defendants on December 29, 1998. On December 26, 2000, Court of Appeal affirmed dismissal of Riggio's claims on summary judgment (Massey withdrew her appeal on May 17, 1999).

(5) Robert Melson v. Young Broadcasting et al., filed with Equal Employment Opportunity Commission ("EEOC") on December 11, 1998, Charge No. 340990393. Asserted claims of discrimination based upon race and age. Dismissed on June 28, 1999 due to EEOC's inability to conclude that information obtained established violation of the statutes; EEOC issued right to sue letter. On August 5, 1999, EEOC issued notice of intent to reconsider. On June 19, 2002, EEOC issued dismissed again due to its inability to conclude that information obtained established violation of the statutes; EEOC issued right to sue letter.

Robert Melson v. Young Broadcasting et al., Superior Court of California, Los Angeles County, Case No. BC284522, filed on November 1, 2002, removed to United States District Court, Central District of California, CV-02-8877. Asserted claims of age discrimination (among other claims). Defendants KCAL-TV, Viacom Inc., and individual defendants dismissed on April 7, 2003, and matter settled by Young Broadcasting on May 11, 2004.

Exhibit 6

August 12, 2008 Memo from Leslie Moonves to all CBS Corporation employees; CBS Business Conduct Statement, page 10



**From:** Leslie Moonves  
**To:** ALL CBS CORPORATION EMPLOYEES  
**Date:** August 12, 2008

**Re: CBS EEO Policy**

I've always believed that what makes CBS a great company is our people and I'm incredibly proud of the team we've assembled here at CBS Corporation.

I'm equally pleased about our success together in creating and maintaining the kind of positive work environment that enables our diverse team of talented employees to perform at a high level. We can all be proud of the diversity that makes up our workforce, and the continued commitment that we share to work towards making CBS Corporation even more reflective of all the communities and audiences we serve. Maintaining our positive work environment requires vigorous enforcement of our personnel policies and an unwavering commitment to equal employment opportunity. These principles are essential to continue to attract and promote as diverse a pool of applicants as possible.

Our policies are clear. We will continue to recruit, hire and promote employees in all classifications without regard to race, color, national origin, religion, sex, sexual orientation, age, disability, veteran's or marital status, height or weight or genetic information. People are to be judged solely on ability and performance. CBS Corporation and its related businesses will not tolerate discrimination or sexual harassment. Each manager at every location is responsible for treating employees in a fair, objective manner; and each of us must support the Company's Affirmative Action and EEO policies and practices.

Attached is the CBS Non-Discrimination and Anti-Harassment Policy. This policy underscores an unwavering commitment to providing employees with a work environment that is free of discrimination and harassment. Tony Ambrosio, Executive Vice President, Human Resources and Administration, has the overall responsibility for enforcing this policy. However, each manager and each employee is responsible for supporting and assisting in the furtherance of these principles.

Questions regarding these policies should be discussed with your manager. If you need additional help, please contact the following individuals, depending upon your business unit:

- |   |                  |                |
|---|------------------|----------------|
| • CBS Corporate/CBS Network East Coast  | Linda Kalarchian | (212) 975-4491 |
| • CBS Network West Coast/CBS Records  | Lynn Heymont     | (323) 575-2743 |
| • CBS Television Stations   | Robin Bona       | (212) 975-5088 |
| • CBS Radio/CBS Outernet  | Mark Zulli       | (212) 846-6811 |
| • CBS Television Distribution/<br>CBS Paramount Television/CBS Consumer<br>Products/CBS Feature Films | Cassie Thomas    | (310) 264-3330 |
| • Showtime/CBS Sports/CBS College Sports  | Ray Gutierrez    | (212) 708-1469 |
| • CBS Interactive   | Jose Martin      | (415) 344-2122 |
| • Simon & Schuster  | Carolyn Connolly | (212) 698-1202 |
| • CBS Outdoor   | Tom Wysz         | (602) 246-9569 |

## **CBS NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY**

CBS is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, CBS expects that all relationships among persons in the workplace will be business-like and free of bias, prejudice and harassment.

### **Equal Employment Opportunity**

It is the policy of CBS to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, alienage or citizenship status, marital status, creed, genetic predisposition or carrier status, height or weight, sexual orientation or any other characteristic protected by law. CBS prohibits and will not tolerate any such discrimination or harassment.

Although the Executive Vice President, Human Resources has the overall responsibility for the implementation of this policy, it is the responsibility of every CBS employee with responsibilities in areas (1) through (4), below, to assist in the furtherance of this policy. This includes:

- (1) Recruiting, hiring, training and promoting in all job classifications without regarding to race, color, national origin, religion, sex, age, sexual orientation, disability, veteran's status, marital status, or height or weight.
- (2) Basing decisions on employment so as to further the principle of equal employment opportunity.
- (3) Insuring that promotion decisions are in accordance with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
- (4) Insuring that all personnel actions and practices are administered in a fair, equal and consistent manner.

### **Definitions of Harassment**

- a. Sexual harassment constitutes discrimination and is illegal under federal, state and local laws. For the purposes of this policy, sexual harassment is defined, as in the Equal Employment Opportunity Commission Guidelines, as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (ii) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include, but are not limited to: unwanted sexual advances or activity or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, catcalls or touching; insulting or obscene comments or gestures; display or circulation in the workplace of sexually suggestive objects or pictures (including through e-mail); and other physical, verbal or visual conduct of a sexual nature. Sex-based harassment — that is, harassment not involving sexual activity or language (e.g., male manager yells only at female employees and not males) — may also constitute discrimination if it is severe or pervasive and directed at employees because of their sex.

- b. Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, national origin, age, disability, alienage or citizenship status, marital status, creed, genetic predisposition or carrier status, height or weight, sexual orientation or any other characteristic protected by law or that of his/her relatives, friends or associates, and that: (i) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (ii) has the purpose or effect of unreasonably interfering with an individual's work performance; or (iii) otherwise adversely affects an individual's employment opportunities.

Harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including through e-mail).

#### **Individuals and Conduct Covered**

These policies apply to all applicants and employees, and prohibit harassment, discrimination and retaliation whether engaged in by fellow employees, by a supervisor or manager or by someone not directly connected to CBS (e.g., an outside vendor, consultant or customer).

Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events.

Any employee who engages in such harassment by any means, including in person and/or through the use of E-mail, voicemail, telephone, audio or video devices and/or computer or hard-copy documents, will be subject to discipline, up to and including termination.

#### **Retaliation Is Prohibited**

CBS prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports. Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action.

### **COMPLAINT PROCEDURE**

#### **Reporting an Incident of Harassment, Discrimination or Retaliation**

CBS strongly urges the reporting of all incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Individuals who believe they have experienced conduct that they believe is contrary to CBS's policy or who have concerns about such matters should report their complaints to their immediate supervisor, their Department Head, their Station Manager, their Station's designated Ombudsperson, the CBS Human Resources Department, or the CBS Executive Vice President of Human Resources *before* the conduct becomes severe or pervasive. Individuals should not feel obligated to file their complaints with their immediate supervisor first before bringing the matter to the attention of one of the other CBS designated representatives identified above. Early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment. Therefore, while no fixed reporting period has been established, CBS strongly urges the prompt reporting of complaints or concerns so that rapid and constructive action can be taken. CBS will make every effort to stop alleged harassment before it becomes severe or pervasive, but can only do so with the cooperation of its staff/employees.

The availability of this complaint procedure does not preclude individuals who believe they are being subjected to harassing conduct from promptly advising the offender that his or her behavior is unwelcome and requesting that it be discontinued.

### **The Investigation**

Any reported allegations of harassment, discrimination or retaliation will be investigated promptly, thoroughly and impartially. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. Each complainant will receive a written response following the completion of the investigation which will state whether corrective action was taken. In the usual course CBS will endeavor to complete investigations within two weeks. Where the circumstances are more complicated, CBS will endeavor to complete the investigation within forty-five days and will notify the complainant if they are unable to do so.

Confidentiality will be maintained throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action.

### **Responsive Action**

Misconduct constituting harassment, discrimination or retaliation will be dealt with promptly and appropriately. Responsive action may include, for example, training, referral to counseling, monitoring of the offender and/or disciplinary action such as warning, reprimand, withholding of a promotion or pay increase, reduction of wages, demotion, reassignment, temporary suspension without pay or termination, as CBS believes appropriate under the circumstances.

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Individuals who have questions or concerns about these policies should talk with a member of the Human Resources Department.

Finally, these policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in business or work-related social activities or discussions in order to avoid allegations of harassment. The law and the policies of CBS prohibit disparate treatment on the basis of sex or any other protected characteristic, with regard to terms, conditions, privileges and perquisites of employment. The prohibitions against harassment, discrimination and retaliation are intended to complement and further these policies, not to form the basis of an exception to them.

August 2008



partner removed from the engagement, (v) engage in blackmail, or (vi) make physical or verbal threats.

## V. EQUAL EMPLOYMENT OPPORTUNITY

CBS places a high value on providing equal employment opportunity and maintaining a diverse workforce. We work hard to comply with all applicable laws prohibiting discrimination and we strive to make our workforce reflect the rich diversity of our society and our customers. CBS recruits and hires without regard to race, color, sex, religion, national origin, ethnicity, age, marital status, sexual orientation, gender identity, gender expression, disability, veteran status, height, weight, genetic information, or any other basis prohibited by law. We strive to administer all personnel actions such as hiring, compensation, promotions, benefits, transfers, layoffs, company-sponsored training, education, tuition assistance, terminations, and social and recreational programs in a consistent manner.

We expect all managers, directors, and supervisory personnel to make a personal commitment to practice and enforce the principles of our equal employment opportunity policy.

## VI. HARASSMENT-FREE WORKPLACE ENVIRONMENT

CBS has a “zero tolerance” policy for sexual harassment or harassment based on race, color, sex, religion, national origin, ethnicity, age, marital status, sexual orientation, gender identity, gender expression, disability, veteran status, height, weight, genetic information, or any other basis proscribed by applicable law. Discriminatory treatment, including sexual harassment and harassment based on a person’s race, age, or other protected status, is strictly prohibited.

Unlawful harassment may occur not only as a result of conduct by supervisors, but also due to conduct by directors and/or fellow employees, and, under some circumstances, conduct by customers, vendors, consultants, visitors, and independent contractors. Unlawful harassment can take place in the office or in work-related settings outside the workplace, such as during business trips, business meetings, and

business-related social events. This Statement applies with equal force to conduct in all such settings.

Sexual harassment may exist where compensation or other employment benefits are conditioned on granting sexual favors. Sexual harassment also may exist where there is a hostile work environment caused by a pattern of unwanted sexual advances or unwanted visual, verbal, or physical conduct of a sexual nature.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature are sexual harassment when:

- submission to the conduct is made, either explicitly or implicitly, a term or condition of the individual’s employment;
- submission to or rejection of the conduct by an individual is used as the basis for employment decisions affecting the individual (such as a promotion or a bonus); or
- the conduct has the purpose or effect of unreasonably interfering with the individual’s work performance or creating an intimidating, hostile, or offensive working environment.

### Specific Examples of Inappropriate Work-Related Conduct

The following are examples of things you may not do, but the list is not exhaustive. CBS expects all directors and employees to observe the spirit as well as the letter of the harassment-free workplace policy. For example, you may not do any of the following:

- ask for dates, or make sexual advances, where it is clear, or becomes clear, that the overture is unwelcome;
- threaten or engage in retaliation after an overture or inappropriate conduct is rejected or in response to the reporting of such conduct;
- display sexually offensive or explicit objects, pictures, magazines, cartoons, screen-savers, e-mails, voicemail messages, text messages, or posters, or engage in any other conduct that is likely to make people of a particular sex, race, religion, sexual orientation, or other protected class